

~~SECRET~~
CONFIDENTIAL

16 MAY 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Promotion Policy

ILLEGIB

1. During the course of the current survey of the Office of Central Reference, inspectors have been told by a number of new employees that promotions are more rapid in other government agencies than in CIA.

2. In particular, they cite our requirement for the transition of grades 8 and 10, and in some cases, grade 6. They say that other government agencies do not abide by this policy. A specific example: A college graduate with certain experience who qualified under our current program for an EOD grade of GS-7. This employee charges that in the Department of Labor he would have progressed from 7 to 9 in one year and 9 to 11 the second year. There are numerous other examples of a similar nature and agencies mentioned specifically in the course of the interview are Navy, DIA, State, Labor and Commerce.

3. It would be helpful if you could provide me the latest information available to you on this subject. It had been my understanding that we originally adopted the rule requiring transition of the named grades in order to conform to standard U.S. Government Civil Service policy.

Inspector General

25X1A

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IN CLASS/ DECLASS/ CLASS CHANGED TO: TS S ² RET. JUST. ²
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CENTRAL INTELLIGENCE AGENCY OFFICIAL ROUTING SLIP					
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2	A-Director of Personnel 5E13 HQ		20 May 63	B	
3	C/PRS		22 May 63	JL	
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ACTION		DIRECT REPLY		PREPARE REPLY	
APPROVAL		DISPATCH		RECOMMENDATION	
COMMENT		FILE		RETURN	
CONCURRENCE		INFORMATION		SIGNATURE	
<p>Remarks: Please send your reply thru this office.</p> <p>#3: The Career Council files should reflect the considerations prompting our one-grade promotion policy. Also, as I recall, the question of continuing it was raised w/ the PAB during the past year & they voted to retain. The FPM should show any statutory time-in-grade (the old over)</p>					
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FROM: NAME, ADDRESS AND PHONE NO.				DATE	
JSEarman 7D49				16 May	

OFFICE OF THE DIRECTOR

MAY 20 10 46 AM '63

OF PERSONNEL

*Whitten Rider called for one year);
also X-11P would show progressive
experience requirements which are a
form of time in grade - p.*